

J. Michael Locke

Musings

#132: Musing June 26, 2021

Pay attention to the NY mayoral election. Not because of the candidates but because of the voting procedure. They are trying “ranked choice” voting for the first time where the voter doesn’t just vote for one person but ranks the candidates. The winner must have a majority so after every count, the lowest candidate is thrown out and those votes then go to the voter’s “second choice.” [ranked-choice-voting-new-york-city-mayors-race](#) Family friend Katherine Gehl has been promoting this model to eliminate the current move to extremes in our two-party political system. Her research with Michael Porter of Harvard Business School has applied a competitive framework to our political parties. Good Ted talk by Katherine here: [us politics isn t broken it s fixed](#). One question is whether our “immediate gratification society” will wait while results are not immediate.

Another thing to watch in New York is the movement to eliminate “at will” employment. Most people are employed “at will” and can be fired without cause (except for prohibitions on discriminating against certain groups). Effective July 4, fast food employers in NYC can no longer have “at will” employment but rather must show cause on why they are letting someone go. Watch the lawsuits and cost of doing business on this one. [At-Will Employment Challenged by New NYC Ordinance \(shrm.org\)](#)

Good Warren Buffett quote: “Leave the children enough so that they can do anything, but not enough that they can do nothing.” I guess “anything” includes being the sheriff of my small central Illinois hometown: [howard-buffett-to-run-for-macon-county-sheriff-in-2022](#)

Learned a new economics concept – the Beveridge Curve -- which looks at the job openings rate vs the unemployment rate. That relationship is currently out of whack with historical norms indicating structural issues in the skills of those seeking work vs where the jobs are. We need better training.

Some interesting commentary on the future of work and jobs from Matt Sigelman, Founder of labor analytics company Burning Glass. His company projects “*the changes will drive growth in five new ‘economies,’ likely to create 15.5 million to 18 million job openings in the next five years alone: the Readiness Economy (e.g., cybersecurity), the Logistics Economy (e.g., advanced manufacturing), the Green Economy (e.g., renewables), the Remote Economy (e.g., AR/VR), and the Automated Economy (e.g., AI). These economies are projected to grow at double the rate of the job market overall and will come to constitute one in six American jobs by 2026 – jobs that pay well above the national average.*”

A good graphic by McKinsey on Future of Work is at the end of Musing after my initials.

Watch the mental health crisis coming out of the pandemic especially amongst our youth. I am stunned by how many parents we interact with are dealing with these challenges. I hope our healthcare professionals (and schools) are ready for this wave of need. Good article in WSJ on eating disorders. [eating-disorders-surged-among-adolescents-in-pandemic](#)

The “market constraints” are coming off the higher education market. Historically, schools operated in ways that prevented competition. For an example, College A would not recruit a student who put down a deposit at College B after May 1. Last year, the DoJ was pursuing an antitrust case and forced a change so now colleges recruit students right up to the Fall even if they have enrolled at another school. Last week, the Supreme Court ruled that colleges could not be constrained in their ability to use “educational benefits” to attract college athletes. It is a new day in competition amongst higher education institutions.

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